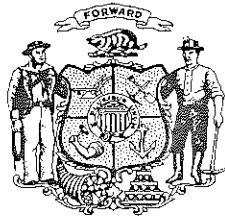


STATE OF WISCONSIN

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JOINT COMMITTEE ON FINANCE

MEMORANDUM

To: Members
Joint Committee on Finance

From: Senator Mark Miller
Representative Mark Pocan

Date: December 29, 2010

Re: DHS Report to JFC

Attached is a report on people relocated and diverted from nursing homes, intermediate care facilities and state centers from the Department of Health Services, pursuant to s. 51.06(8), Stats.

This report is being provided for your information only. No action by the Committee is required. Please feel free to contact us if you have any questions.

Attachments

MM:MP:jm



State of Wisconsin
Department of Health Services

Jim Doyle, Governor
Karen E. Timberlake, Secretary

RECEIVED
DEC 29 2010

BY: *H. Finance*

December 29, 2010

The Honorable Mark Miller, Co-Chair
Joint Finance Committee
Room 317 East, State Capitol
Madison, WI 53702

The Honorable Mark Pocan, Co-Chair
Joint Finance Committee
Room 309 East, State Capitol
Madison, WI 53702

Dear Senator Miller and Representative Pocan:

In accordance with Section 51.06 (8), Wisconsin Statutes, enclosed is a copy of the report on people relocated and diverted from nursing homes, intermediate care facilities for the mentally retarded (ICFs-MR), and State Centers for the Developmentally Disabled in state fiscal year (SFY) 2010. This report provides information related to four programs, the ICF-MR Restructuring Initiative, Relocations from the State Centers for the Developmentally Disabled, the Community Relocation Initiative, and the Nursing Home Diversion Initiative.

The Department's relocation and diversion programs have been highly successful, providing the opportunity in SFY10 for 898 elderly individuals and people with physical and developmental disabilities to live in community based settings, who otherwise would have resided in ICFs-MR and nursing facilities. Since FY 2006, approximately 3,940 elders and people with physical and developmental disabilities have successfully relocated from institutional settings and an additional 812 individuals were diverted from admission to a nursing home through the Department's programs. The quality of life for these 4,752 individuals has been enhanced through the opportunity to live in the community and be near family and friends and more fully involved in community activities.

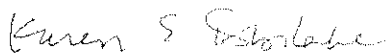
Highlights of the relocation and diversion initiatives include:

- 735 people with developmental disabilities, many of whom resided in institutions for decades, moved to the community and participated in community activities that were not available to them when they resided in institutions.
- 2,187 frail elders who resided in nursing facilities chose to live in the community near their families and friends. Prior to this initiative, these people would have been on a waiting list for home and community-based care, and few would have had the opportunity to return to the community.

- 1,018 people with physical disabilities chose to live in the community where they were able to access community activities, rather than live in nursing facilities.
- People with developmental disabilities have been served in the community at a cost that is within the institutional budget for this population.
- Frail elders and people with physical disabilities are being served in the community at a cost below that of institutional care, resulting in a level of savings under the Medical Assistance Program in SFY 2010 of \$5.9 million for the people relocated during the year.
- 567 elders and 245 people with physical disabilities, who were determined to be at imminent risk of having to move to a nursing facility, were able to remain in community-based settings because diversion funding was made available.

I trust you will find the enclosed report useful. Please contact Fredi-Ellen Bove, Deputy Administrator of the Division of Long Term Care at 608-261-5987 if you have any questions.

Sincerely,



Karen E. Timberlake
Secretary

SFY 2010 REPORT on RELOCATIONS and DIVERSIONS from INSTITUTIONS

As required by s. 51.06 (8)

Executive Summary

Through three programs, the Department provides elders and people with physical and developmental disabilities residing in nursing facilities and Intermediate Care Facilities for the Mentally Retarded (ICFs-MR) the opportunity to relocate to community-based settings. Under another program, the Department provides support to a limited number of individuals who are at imminent risk of entering a nursing home to be diverted from nursing home admission and remain in community settings.

The Department's relocation and diversion programs have been highly successful, providing the opportunity in State Fiscal Year (SFY) 2010 for 898 elderly individuals and people with physical and developmental disabilities to live in community settings, closer to family and friends and community activities. As shown in the summary table below, 572 or almost 64%, of all relocations and diversions were frail elders; 245 or 27%, were persons with physical disabilities; 81 or 9% were individuals with developmental disabilities.

Community Relocations and Diversions in SFY 2010				
	Persons with Developmental Disabilities (DD)	Frail Elders	Persons with Physical Disabilities (PD)	Total
Relocations	81	477	216	774
Nursing Home Diversions	n/a	95	29	124
Total	81	572	245	898
% of Total	9%	64%	27%	

Since SFY 2006, 3,940 elders and people with physical and developmental disabilities have successfully relocated from institutional settings and an additional 812 individuals were diverted from admission to a nursing home through the Department's programs. The quality of life for these 4,752 individuals has been enhanced through the opportunity to live in the community and be near family and friends and more fully engaged in community activities. The experience of the past five years is summarized in the table below.

Community Relocations and Diversions								
	Persons with DD		Frail Elders		Persons with PD		Total	
SFY	Relocations	Diversions	Relocations	Diversions	Relocations	Diversions	Relocations	Diversions
2006	372		409	98	152	47	933	145
2007	176		484	107	240	57	900	164
2008	52		438	133	222	50	712	183
2009	54		379	134	188	62	621	196
2010	81		477	95	216	29	774	124
Total	735		2,187	567	1,018	245	3,940	812
GRAND TOTAL							4,752	

As shown in the table, highlights of the relocation and diversions initiatives over the past five years (SFY 2006 – SFY 2010) include:

- 735 people with developmental disabilities, many of whom resided in institutions for decades, moved to the community and participated in community activities that were not available to them when they resided in institutions.
- 2,187 frail elders who resided in nursing facilities chose to live in the community near their families and friends. Prior to this initiative, these people would have been on a waiting list for home and community-based care, and few would have had the opportunity to return to the community.
- 1,018 people with physical disabilities chose to live in the community where they were able to access community activities, rather than live in nursing facilities.
- People with developmental disabilities have been served in the community at a cost that is within the institutional budget for this population.
- Frail elders and people with physical disabilities are being served in the community at a cost below that of institutional care, resulting in a level of savings under the Medical Assistance Program in SFY 2010 of \$5.9 million for the people relocated during the year.
- 567 elders and 245 people with physical disabilities, who were determined to be at imminent risk of having to move to a nursing facility, were able to remain in community-based settings because diversion funding was made available.

In January 2007 the Department was awarded a federal “Money Follows the Person” (MFP) Medicaid grant to support rebalancing of the long-term care system through further relocations from institutions to the community. Starting October 2007 and continuing to October 2016, the federal government will pay an enhanced matching rate higher than the standard Medicaid matching rate for the costs of certain relocated individuals during their first year in the community. The Money Follows the Person federal grant will help sustain the momentum for Wisconsin’s relocation initiatives.

Background

Relocation Initiatives

The Department provides elders and people with physical and developmental disabilities residing in nursing facilities and ICFs-MR the opportunity to relocate to community-based living arrangements under the following three programs:

- ICF-MR Restructuring Initiative
- Community Integration Program 1A
- Community Relocation Initiative

ICF-MR Restructuring Initiative

The ICF-MR Restructuring Initiative serves persons with developmental disabilities receiving active treatment in a non-state-owned Intermediate Care Facility for the Mentally Retarded (ICF-MR) or a non-state-owned nursing facility. (Relocations from the three State Centers for the Developmentally Disabled are part of the Community Integration Program 1A described below.) The initiative was authorized in the 2003-05 biennial budget bill and became effective on January 1, 2005. Under the initiative, counties are required to prepare a community plan for every person residing in an ICF-MR and for every person seeking admission to an ICF-MR. The plan must be submitted to the court and the court must consider the plan, along with other information presented to the court. If the court determines that the community is the most integrated setting appropriate to the needs of the individual, the court must order the person to be served in the community. If the person with a developmental disability was a resident of an ICF-MR or a nursing facility, the initiative allows money that was previously used to fund his/her institutional care to follow the person into the community to fund community-based care. Funding can also be used under this initiative for community placements for people relocated from facilities that are closing or downsizing. Under this initiative, the entire cost of the person's care plan is funded by the state. Therefore, no county tax levy funding has been required to fund these relocations.

In SFY 2010, a total of 72 individuals with developmental disabilities relocated into the community from ICFs-MR and nursing facilities under this initiative. In their new community settings, these individuals had their care needs fully met and participated in community activities that were not available to them when they resided in institutions.

As a result of the ICF-MR Restructuring Initiative and other factors the long term care system for individuals with developmental disabilities has significantly rebalanced. Since the start of this initiative in January 2005 through June 2010, a total of 725 individuals transitioned to community settings. As of June 2010, only 344 individuals are residing in ICFs-MR excluding the State Centers, which is less than a fourth of the population in those facilities at the start of the initiative. Nineteen ICFs-MR, accounting for over 60 percent of all ICFs-MR other than the State Centers, closed over the course of the initiative.

Relocations under the ICF-MR Restructuring (effective January 2005)	
SFY05	94
SFY06	340
SFY07	143
SFY08	39
SFY09	37
SFY10	72
TOTAL	725

Community Integration Program (CIP) 1A

The Community Integration Program 1A supports relocations of individuals with developmental disabilities from the three State Centers for the Developmentally Disabled to community settings. The CIP 1A program began in 1981. As established in the 09-11 biennial budget, effective SFY 2010 the Department adopted a universal budgeting methodology that eliminates an upper limit on daily costs (formerly \$325) and provides the full funding needed in the community for each relocated resident. In SFY 2010, 9 people relocated from long term care programs in the State Centers to the community.

Community Relocation Initiative

The Community Relocation initiative provides elders and persons with physical disabilities residing in nursing homes the opportunity to relocate to community settings. People being cared for in nursing homes have a choice to remain in their current setting, or move to the community, if their care needs can be met at home, in an apartment or in an assisted living setting. The funding being used for an individual's institutional care "follows" the person into the community to be used in the home and community-based waiver. The Community Relocation Initiative was authorized in the 05-07 biennial budget bill and began in August 2006. In SFY 2010, a total of 693 people relocated from nursing homes under the Community Relocation Initiative. Of the 693 total, 477 were elders and 216 were people with physical disabilities. These individuals chose to live in the community where they could be closer to family and friends and more fully access community activities.

Individuals of all ages chose to relocate to community settings under the Community Relocation Initiative, as shown in the chart below. It is particularly striking that 179, or over one-quarter, of the individuals who chose to relocate were age 85 or older. The youngest person to relocate was age 22 and two individuals were 100 when they left the nursing home.

Age of Individuals Relocated under the Community Relocation Initiative: SFY 2010						
18-49	50-64	65-74	75-84	85-99	>99	Total
67	155	119	173	177	2	693

Individuals with both relatively short-term and long-term stays chose to relocate, as shown in the chart below. Of the people relocated, 498 or approximately 72% had been in the nursing home more than 100 days; 303 or approximately 44% for six months or more, and 154 or more than

22% relocated after having been in the nursing home for more than one year. Six individuals were in a nursing home for 3 years or more and the longest pre-relocation stay was almost 7.5 years.

Length of Time in Nursing Home Prior to Relocation: SFY 2010				
≤100 days	101-179 days	6 mo-1 year	> 1 year	Total
195	195	149	154	693

Diversions

Nursing Home Diversion Program

The Nursing Home Diversion Program provides support to individuals who are at imminent risk of entering a nursing home to be diverted from nursing home admission and remain in community settings. The program was authorized in 2005 Wisconsin Act 355 and began in April 2006. Participants in this program are served under the Community Integration Program II (CIP II) Medicaid home and community-based waiver. To be eligible for these diversion funds, a person is required to meet certain risk criteria as defined by the Department in addition to meeting the functional and financial eligibility criteria for CIP II. The statute originally authorized the Department to provide an enhanced CIP II rate for up to 150 individuals who are diverted from imminent entry into a nursing home and to provide diversion opportunities for additional individuals, subject to the concurrence of the legislature. Subsequent to the original legislation, the Legislature passed and the Governor approved 2009 Wisconsin Act 277. This act, which became effective in May 2010, removed the limitation on the number of CIP II nursing home diversion slots available to be used by counties to divert high risk elders and persons with physical disabilities from entering nursing homes.

To be eligible for diversion funding, an individual must meet all of the following criteria:

- Belong to a target group served by CIP II (elderly age 65 or older and/or have a physical disability)
- Be functionally and financially eligible for the CIP II program;
- Reside or intend to reside in a community setting that is eligible for CIP II;
- Meet high risk criteria for imminent entry into a nursing home;
- The costs of the person's Medicaid funded community care plan must be no greater than the Medicaid costs the person would have incurred in the nursing home. The care must be cost-neutral.

As a part of the diversion initiative, the Department was required to develop and utilize criteria to determine who is at imminent risk of entry into a nursing home. In developing the criteria, the Department reviewed national studies, analyzed Wisconsin data and consulted with county long-term support coordinators and staff. Factors that are considered in the criteria include:

- Meeting an intensive skilled nursing (ISN) level of care;
- Facing an imminent loss of current living arrangement;
- Having a fragile or insufficient informal caregiver arrangement;
- Having a terminal illness;
- Having multiple other factors that are associated with nursing home entry.

Under the Nursing Home Diversion program in SFY 2010, a total of 124 individuals were diverted from nursing home admission and remained in community-based settings, staying close to family and friends and involved in the community. Other than a small number of new slots created as a result of Act 277, the 124 individuals diverted in SFY 2010 used slots that became available through attrition. Of the total, 95 were elders and 29 were individuals with physical disabilities. The diversion opportunities were utilized in 21 counties. (The number of counties operating CIP II and therefore eligible for diversion slots decreases each year due to the expansion of Family Care.)

Individuals of all ages benefited from the Nursing Home Diversion program, as shown in the chart below. Significantly, 47 or more than one-third, of the individuals diverted from nursing homes were age 85 or older. The youngest person diverted in SFY 2010 was 39 and two centenarians were able to remain in a community-based setting due to diversion funding.

Age of Individuals Relocated under the Nursing Home Diversion Initiative: SFY 2010						
18-49	50-64	65-74	75-84	85-99	>99	Total
7	22	18	30	45	2	124

Nature of Living Arrangement

The following table shows the living arrangement for individuals relocated in SFY 2010. Elderly individuals primarily relocate to Community Based Residential Facilities (CBRFs) or Residential Care Apartment Complexes (RCACs); these settings accounts for 259 or over half of all elderly clients. Another 193 or over 40% of elderly relocated individuals moved into a home or apartment, either alone or with family.

Individuals with physical disabilities primarily relocate to a home or apartment; 124 or over 55% of individuals with physical disabilities successfully relocated to their own home or apartment. Another 48 or 21% of individuals with physical disabilities relocated to CBRFs.

Individuals with developmental disabilities who relocated in SFY 2010 were almost equally distributed across all living arrangements except for RCACs.

Living Arrangement for Individuals Relocated in SFY 2010				
	Elderly	Persons with PD	Persons with DD	Total
Home or Apartment	193	124	25	342
Adult Family Home	19	39	31	89
Community-Based Residential Facility	231	48	25	304
Residential Care Apartment Complex	28	11	0	39
TOTAL	471	222	81	774

Appendix A provides information about the living arrangements for individuals relocated under the Community Relocation Initiative by the program under which they were served.

The living arrangements of the 124 individuals diverted from nursing home admission under the Nursing Home Diversion program are summarized below. Many individuals remained in their same living arrangement. Over half remained in a home or apartment. Over 40% are living in CBRFs while a smaller number are in Residential Care Apartment Complexes or adult family homes.

Living Arrangement for Individuals Diverted from Nursing Homes in SFY 2010		
	Prior Living Arrangement	Living Arrangement on Program
Home or Apartment	76	64
Adult Family Home	0	3
CBRF	40	51
RCAC	5	6
Hospital/Other	3	0
TOTAL	124	124

Duration of Relocations

Of the 693 elders and people with physical disabilities who relocated from nursing homes in SFY 2010, 48 died of natural causes and 37 returned to a nursing home during the fiscal year. The remaining individuals continue to live in the community and virtually all continue to receive services through Family Care, Family Care Partnership, IRIS or a legacy home and community-based waiver program.

There were three deaths of individuals who relocated from ICFs-MR in 2010. No one who relocated from an ICF-MR or state Center returned to an institution during the state fiscal year. Appendix B provides information on deaths and returns to institutions among people who have moved from ICFs-MR and State Centers since SFY 2006.

Costs Under the Medicaid Program

To determine the net Medicaid cost of the relocation programs, Medicaid costs were calculated for both the period when the person was in an institution and the period when the person was living in the community. The analysis examined the following two components: (a) the institutional or home and community-based waiver costs; and (b) other Medicaid costs, termed MA Card Costs, which include the Medicaid costs for personal care services, therapeutic services, and all other MA services. This provides a comprehensive presentation of the person's Medicaid costs in each setting.

Community Relocation Initiative

As summarized in the table below, in SFY 2010 the average daily cost in the nursing facility for individuals before they relocated under the Community Relocation Initiative was \$157.84. In

contrast, the average daily cost in the community after relocation for these same individuals was \$103.67. Community relocations under the CRI were cost effective, producing an average daily savings of \$54.17, representing a 34% cost reduction.

Preliminary Cost Information - Average Daily Costs for Individuals Relocated in SFY 2010								
		(1)	(2)	(3)	(4)	(5)	(6)	
Program	#	Facility Costs	Facility Card Costs	Facility Total	Waiver Program Costs	Community Card Costs	Community Total	Average Savings
CRI	693	138.68	19.16	157.84	94.74	8.93	103.67	54.17
<i>CIP II – CRI</i>	229	139.84	22.47	162.31	79.63	18.15	97.78	64.53
<i>Family Care – CRI</i>	398	136.48	14.85	151.33	94.45	11.64	106.09	45.24
<i>PACE/Partnership-CRI</i>	66	147.99	33.75	181.74	109.77	--	109.77	71.97

As shown in the table below, the total MA cost in SFY 2010 of serving the 693 individuals who relocated to the community under the Community Relocation Initiative during the period they lived in their new community settings was \$11.2 million. If instead these individuals had remained in their institutional settings during this time period, their MA cost of services would have been more than \$17.1 million. Due to the difference between institutional and community costs, the Community Relocation Initiative produced total savings of more than \$5.9 million in SFY 2010.

Estimated Total SFY 2010 Costs of Community Relocation Initiative						
		(1)	(2)	(3)	(4)	(5)
Program	#	Aver. MA Costs in Community	No. of Days	Total MA Costs in Community	Ttl. MA Costs in Facility for same period	Difference Between Facility and Community Costs
FY10 Relocations						
<i>CIP II – CRI</i>	229	97.78	36,622	\$3,580,899	\$ 5,944,117	\$2,363,218
<i>Family Care – CRI</i>	398	106.09	60,250	\$6,391,922	\$ 9,117,633	\$2,725,710
<i>PACE/Partnership-CRI</i>	66	109.77	11,349	\$1,245,779	\$ 2,062,567	\$ 816,788
TOTAL CRI	693		108,221	\$11,218,600	\$17,124,317	\$5,905,715

Notes

1. All Medicaid costs are based on paid claims as reported in interChange. Some lag exists in data.
2. CIP II CRI average costs are based on claims reported in HSRS from 7/1/2009-12/31/2009 and applied to the total number of waiver days. An allowance has been added for county administrative costs.
3. Family Care and PACE/Partnership costs are based on the capitation payment paid to the Managed Care Organization on behalf of the member.

ICF-MR Restructuring

The ICF-MR Restructuring Initiative establishes a set amount of funding to be used for the costs of all individuals eligible for the initiative either in institutional or community settings. In SFY 2010, the total ICF-MR Restructuring budget equaled \$77.9 million All Funds. The Department

is expected to manage the cost of serving those individuals remaining in institutions and the cost of new community relocations so as to stay within the global ICF-MR Restructuring budget.

In SFY 2010, the average daily MA cost of individuals in an ICF-MR was \$203.42, of which \$192.19 was facility cost and \$11.23 was card costs. The average daily MA cost of serving the individuals in the community after relocation was \$276.30, of which \$217.28 was waiver costs and \$59.01 was card costs. The state MA program fully funds these community costs, with the result that counties do not bear any new costs due to this initiative. The average cost of individuals relocated in SFY 2010 was \$72.88 more per day than their institutional cost.

In total, under the ICF-MR Restructuring Initiative in SFY 2010, approximately \$25.1 million All Funds (AF) was spent on waiver costs, \$5.5 million AF for the increased cost of MA card services for relocated individuals in the community, and \$23 million AF for the costs of individuals residing in ICF-MR or nursing home institutions for a total program cost of \$54 million AF. Thus, the cost of the entire ICF-MR program for SFY 2010, \$54 million AF, was within the SFY 10 budgeted level of \$77.9 million AF. Consistent with the Department's practices for administering the overall Medicaid program, the balance of funding in the ICF-MR program area was used to offset funding shortfalls in other parts of the Medicaid program.

CIP 1A Program

As noted above, individuals with developmental disabilities relocated under the CIP 1A program are funded by the state MA program for their actual community costs. The institutional cost at the state DD Center where they resided was decreased by the amount of the individual care plan, making the program cost-neutral.

Nursing Home Diversion Program

The average daily community cost of individuals served under the nursing home diversion program in SFY 2010 was \$65.16, of which \$46.33 was waiver costs and \$18.82 was card costs. The projected daily MA cost of serving these individuals if they had entered a nursing home is \$127.53 based on the projected average facility cost for non-developmentally disabled nursing home residents in SFY 2010 and estimated card services for the Community Relocation Initiative prior to relocation.

The estimated cost of the individuals served under the nursing home diversion program in SFY 2010 is \$1.3 million AF. The projected cost of serving these individuals in nursing homes, if they had needed to enter a nursing home, during the same time period was \$2.6 million AF.

Impact on Health and Safety

Home and Community-based Waiver Quality Assurance

Assuring the health and safety of frail elders and individuals with developmental and physical disabilities is a paramount goal of the Department whether these individuals live in an institution or community settings. All of the individuals relocated under the programs described in this report are participants in one of the Department's Medicaid Home and Community Based Waivers, which includes Family Care, the self-directed IRIS waiver, and the traditional waivers

(Community Integration Program and Community Options Program). All of these waivers operate under federally approved plans that include extensive risk assessment and mitigation and quality assurance and improvement protocols intended to ensure health and safety for participants.

All participants have highly individualized support and service plans that promote individual outcomes, informed choice and community participation in addition to addressing health and safety needs. Care management staff are required to have contact with participants at regular intervals, including face to face visits, to ensure that services and supports are being delivered as required and to address new needs that might arise. For persons relocating from institutions, a visit will occur shortly after the move to the community to assess the adequacy of the support and service plan and identify any issues that occurred after the move.

For all participants, on-going assessments are methodically completed and updated. In Family Care, care planning is carried out by an interdisciplinary team, which includes a nurse. Many counties also employ nursing personnel as part of their care management teams under the traditional waivers. When unmet needs are identified, the care plan is modified to address those needs. In addition to waiver services and supports, individuals also receive community health services such as physician and dental visits, hospital care, personal care in their home, and pharmacy.

The Department requires Family Care Managed Care Organizations (MCOs) and counties that administer the traditional waivers to have a system to ensure waiver participants are adequately protected from physical, verbal, and sexual abuse as well as maltreatment, neglect and financial exploitation and violation of their rights under law. The Department also requires MCOs and counties to have an effective response system when incidents of this kind arise and mechanisms for reporting incidents to the Department.

The Department uses state staff or contractors to monitor the extent to which MCOs and county waiver agencies comply with waiver requirements. This oversight also includes paper reviews and on-site visits using a variety of sources such as case records, satisfaction surveys, and visits with program participants.

For the Community Relocation Initiative under the CIP II program, the Department has implemented a targeted follow-up process for persons relocated from nursing homes. The Department asks care managers to administer a questionnaire to persons who relocated from nursing homes at 30 and 90 day intervals after their move. The 90-day questionnaire for individuals relocated under the Community Relocation Initiative and served during SFY 2010 indicates that the health status of relocated individuals is as good, and in many cases better, in their new setting and that health and safety issues are being met. Specifically,

- The functional status remained the same for 43% of participants and improved for 52% of participants after relocating.
- 24% of participants had health and safety issues identified since relocating. County case managers work with the clients to address these issues.
- All respondents indicated that relocation to the community made their life better.

Regulatory Oversight

The Division of Quality Assurance conducts regular on-site surveys of licensed community residential facilities (3-4 bed Adult Family Homes and Community-Based Residential Facilities) much like it does for ICFs-MR, using state guidelines and standards. Counties and Managed Care Organizations are responsible for assuring high quality services and environments for individuals living in smaller settings. Residential and day-service providers also have procedures and practices that maintain each person's safety and health. Because they interact with each person on a constant basis, medical conditions are monitored, social and environmental situations are structured, and individuals with special needs are given sufficient supports.

The Department oversees these programs and service delivery systems by having staff disbursed throughout the state to facilitate and monitor these efforts through several types of activities, including: random unannounced visits, in-depth annual plan review, as well as on-going dialogue with all stakeholders (including consumers and their families/guardians). The Department issues guidelines, and establishes policies and procedures whenever necessary, when gaps are identified or suspected.

Actual or suspected events

Any actual or suspected event that threatens the health or safety of an individual is investigated and reviewed by each provider and waiver agency. Counties and managed care organizations are required to report all such instances to state level quality assurance staff or contractors, who, depending on the nature and seriousness of the report, may investigate or involve others (such as police or the judicial system).

All deaths in licensed or certified settings are reported to and scrutinized by a state review committee that looks for negative trends associated with providers, counties, or the approaches that are used by the service delivery system with the intent of preventing further instances. Concerns are then shared with appropriate entities who are required to make systemic improvements or take corrective actions, which creates a constant cycle of improvement. Instances of abuse or neglect are remedied swiftly. Access to necessary medical services is closely monitored.

Involvement of Guardians or Family Members

Counties are required to prepare a plan for home or community-based care for all individuals residing in ICFs-MR and nursing homes who are at a developmental disability level of care. For ICFs-MRs other than the State Centers, these plans are part of the statutorily required annual court review (known as the Watts review) to determine the most integrated setting appropriate to the person's needs. Counties involve guardians in the preparation of these plans and state law requires that the county provide a copy of the plan to the guardian prior to the Watts review.

When a person is relocated from a State Center or other ICF-MR or nursing home facility, the plan for that individual's care is signed by the guardian indicating his/her acceptance of the plan. Of the 72 persons relocated under the ICF-MR Restructuring Initiative in SFY 2010, guardians

all agreed with the plan that was developed. Guardians agreed with the plans of the 9 persons relocated from the State Centers in SFY 2010 under the CIP 1A program.

Most elderly persons and persons with physical disabilities relocated under the Community Relocation Initiative do not have guardians. However, in cases where people do have guardians, the guardians are involved in the efforts to relocate or divert individuals from institutions.

For persons who are competent to make their own decisions, family members are involved to the extent preferred by the individual participant. The Department does not keep a record of family involvement in care planning for individuals who are competent to make their own decisions.

Staff turnover

Appendix C provides Calendar Year 2009 staff turnover rates for Intermediate Care Facilities for the Mentally Retarded and Nursing Facilities. The rates are calculated based on information provided by nursing homes and ICFs-MR in response to the 2009 Annual Staffing Survey. The attachment sorts the facilities by county and identifies the city or town where the facility is located. Staff turnover rates are provided for both full and part time staff for three professions: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nursing Assistants (NAs).

The staff turnover rate was calculated by the Division of Quality Assurance. Calculations were based upon information submitted in response to the 2009 Annual Staffing Survey (formerly the Annual Survey of Nursing Homes). In this survey each nursing home and facility for the developmentally disabled (FDD) provided information about the number of full-time and part-time RNs, LPNs, and nursing assistants hired in 2009. Each nursing home and FDD also provided the total number of full-time and part-time RNs, LPNs, and nursing assistants employed as of December 31, 2009 and their length of service. The staff turnover rate for each category was calculated by dividing the number of new employees hired in 2009 in that category (e.g., full-time RNs) by the total number of employees in that category on December 31, 2009. The resulting decimal was multiplied by 100 to produce a percentage. For example, if a nursing home hired 2 full-time RNs in 2009 and had 8 full-time RNs as of December 31, 2009, the full-time RN turnover rate was calculated as 25% (2 divided by 8 = .25; .25 X 100 = 25%).

The 2009 statewide turnover rates are provided in the table below:

Staff Turnover Rates: Calendar Year 2009		
	Nursing Homes	ICF-MRs
Full time RNs	36%	18%
Part time RNs	54%	21%
Full time LPNs	21%	11%
Part time LPNs	47%	30%
Full time NAs	33%	10%
Part time NAs	63%	30%

APPENDIX A

Placement of Relocations under the Community Relocation Initiative by Program - SFY 2010

	Home/ Apartment	CBRF	RCAC	AFH	Total
Elderly					
CIP II: CRI	45	101	14	2	162
Family Care	132	124	14	9	279
PACE/Partnership	16	6		8	30
Total	193	231	28	19	471
% of Total*	40.98%	49.04%	5.94%	4.03%	100.00%
Persons with PD					
CIP II: CRI	27	24	9	7	67
Family Care	76	24	1	18	119
PACE/Partnership	21		1	14	36
Total	124	48	11	39	222
% of Total*	55.86%	21.62%	4.95%	17.57%	100.00%
TOTAL					
CIP II: CRI	72	125	23	9	229
Family Care	208	148	15	27	398
PACE/Partnership	37	6	1	22	66
Total	317	279	39	58	693
% of Total*	45.74%	40.26%	5.63%	8.37%	100.00%

* Percentages may not add to 100% due to rounding.

APPENDIX B
Deaths and Re-institutionalizations for
Persons Relocated from ICFs-MR and State Centers
SFY 2006-2010

ICF-MR Restructuring Relocations

	SFY 06	SFY 07	SFY 08	SFY 09	SFY 10	TOTAL
Number Relocated FY06	340					
Died	6	14	14	10	13	57
Returned to an institutional setting	3	2	1	3	0	9
Number Relocated FY07		143				
Died		4	3	2	4	13
Returned to an institutional setting		1	1	1	2	5
Number Relocated FY08			39			
Died			0	2	0	2
Returned to an institutional setting			3	0	0	3
Number Relocated FY09				37		
Died				1	2	3
Returned to an institutional setting				0	0	0
Number Relocated FY10					51	
Died					3	3
Returned to an institutional setting					0	0

State Center Relocations

	SFY 06	SFY 07	SFY 08	SFY 09	SFY 10	TOTAL
Number Relocated FY06	32					
Died	1	2	1	1	1	6
Returned to an institutional setting	0	0	0	0	0	0
Number Relocated FY07		36				
Died		1	0	1	4	6
Returned to an institutional setting		0	2	0	0	2
Number Relocated FY08			9			
Died			0	0	0	0
Returned to an institutional setting			0	0	0	0
Number Relocated FY09				17		
Died				0	0	0
Returned to an institutional setting				0	0	0
Number Relocated FY10					9	
Died					0	0
Returned to an institutional setting					0	0

APPENDIX C-1

Turnover Rates Facilities for Developmental Disabilities

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Northern WI Center FDD	CHIPPEWA FALLS	CHIPPEWA	67	0	0	0	0	NS
Clark County Health Care Center FDD	OWEN	CLARK	0	NS	0	100	21	30
Central WI Center for the Developmentally Disabled	MADISON	DANE	20	38	69	64	39	14
McCarthy Nursing Home FDD	STOUGHTON	DANE	0	0	NS	0	0	29
Clearview Fdd	JUNEAU	DODGE	0	0	0	0	0	20
Sheltered Village Of Ripon FDD	RIPON	FOND DU LAC	0	0	0	0	8	29
Orchard Manor FDD	LANCASTER	GRANT	0	27	NS	0	0	28
Bethesda Lutheran Communities, Inc.- Dierker ICF	WATERTOWN	JEFFERSON	0	13	0	18	14	28
Lakeview Health Center FDD	WEST SALEM	LA CROSSE	100	NS	33	NS	0	50
Milwaukee County MHC FDD	WAUWATOSA	MILWAUKEE	11	25	33	0	0	0
Rolling Hills Rehabilitation Center FDD	SPARTA	MONROE	0	50	0	57	31	51
Southern WI Center FDD	UNION GROVE	RACINE	0	0	0	0	9	0
Trempealeau County Health Care Center-FDD	WHITEHALL	TREMPEALEAU	20	0	0	50	22	56
Norwood Health Center Fdd	MARSHFIELD	WOOD	33	100	0	100	0	52

APPENDIX C-2

Turnover Rates for Skilled Nursing Facilities

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Villa Pines Living Center	FRIENDSHIP	ADAMS	43	67	0	100	15	46
Ashland Health And Rehabilitation Center	ASHLAND	ASHLAND	42	NS	0	0	44	55
Golden LivingCenter-Court Manor	ASHLAND	ASHLAND	25	63	50	100	30	74
Mellen Manor	MELLEN	ASHLAND	0	50	0	100	50	67
Barron Care and Rehabilitation	BARRON	BARRON	20	50	25	0	50	81
Cumberland Memorial Hospital ECU	CUMBERLAND	BARRON	0	18	0	75	0	32
Dallas Care and Rehabilitation	DALLAS	BARRON	125	50	33	100	142	100
Heritage Manor	RICE LAKE	BARRON	0	43	0	63	0	68
Knapp Haven Nursing Home	CHETEK	BARRON	0	9	0	11	17	49
Luther Midelfort-Northland Mayo Health System	BARRON	BARRON	0	25	0	0	0	15
Pioneer Nursing Home	PRAIRIE FARM	BARRON	25	100	0	67	10	94
Rice Lake Convalescent Center	RICE LAKE	BARRON	20	0	60	33	56	109
Northern Lights Health Care Center	WASHBURN	BAYFIELD	0	20	0	50	11	58
Bornemann Nursing Home	GREEN BAY	BROWN	11	43	0	0	26	32
Brown Cty Community Treatment Ctr-Bayshore Village	GREEN BAY	BROWN	17	18	14	60	9	73
Golden LivingCenter-Village Gardens	GREEN BAY	BROWN	22	88	13	25	39	41
Grancare Nursing Center	GREEN BAY	BROWN	25	33	0	0	22	43
Ledge View Nursing Center Inc	DE PERE	BROWN	50	NS	33	0	57	40
Manorcare Health Services East	GREEN BAY	BROWN	27	80	0	50	64	117
Manorcare Health Services West	GREEN BAY	BROWN	60	25	0	NS	61	40
Odd Fellow Home	GREEN BAY	BROWN	0	50	0	25	11	57
Parkview Manor Health and Rehabilitation Center	GREEN BAY	BROWN	91	0	17	0	31	40
Rennes Health and Rehab Center-Depere	DE PERE	BROWN	44	33	0	25	24	26
San Luis Medical And Rehabilitation	GREEN BAY	BROWN	250	280	154	140	148	150

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Santa Maria Nursing Home Inc	GREEN BAY	BROWN	25	0	33	0	11	18
Woodside Lutheran Home	GREEN BAY	BROWN	67	41	0	18	0	19
American Lutheran Home Mondovi	MONDOVI	BUFFALO	0	75	0	60	0	43
St Michaels Evangelical Lutheran Home for the Aged	FOUNTAIN CITY	BUFFALO	50	0	0	0	13	67
Burnett Medical Center	GRANTSBURG	BURNETT	0	0	0	17	0	19
Chilton Care Center	CHILTON	CALUMET	0	33	0	0	8	38
Homesstead Care Center, LLC	NEW HOLSTEIN	CALUMET	29	33	0	17	11	31
Willowdale Nursing and Rehabilitation Center	NEW HOLSTEIN	CALUMET	50	0	0	50	40	57
Chippewa Manor Nursing Home	CHIPPEWA FALLS	CHIPPEWA	10	17	0	0	0	67
Cornell Area Care Center	CORNELL	CHIPPEWA	25	0	33	0	48	75
Hetzel Care Center Inc	BLOOMER	CHIPPEWA	200	150	33	200	0	55
Luther Midelfort-Chippewa Valley Mayo Health System	BLOOMER	CHIPPEWA	0	0	0	0	0	33
Wisconsin Health and Regional Vent Center	CHIPPEWA FALLS	CHIPPEWA	48	67	13	61	30	70
Clark County Health Care Center	OWEN	CLARK	35	14	0	0	16	30
Colonial Center	COLBY	CLARK	13	20	0	NS	43	24
Neillsville Care and Rehabilitation	NEILLSVILLE	CLARK	29	NS	22	0	0	19
Oakbrook Health And Rehabilitation	THORP	CLARK	0	50	0	33	12	71
Columbia Health Care Center	WYOCENA	COLUMBIA	0	36	22	67	6	60
Columbus Nursing and Rehabilitation Center	COLUMBUS	COLUMBIA	175	0	100	233	89	155
Divine Savior Healthcare Inc	PORTAGE	COLUMBIA	25	50	29	20	36	63
Golden LivingCenter-Wisconsin Dells	WISCONSIN DELLS	COLUMBIA	38	100	14	200	118	157
Good Samaritan Society-Lodi	LODI	COLUMBIA	129	75	20	67	89	68
Prairie Maison	PRAIRIE DU CHIEN	CRAWFORD	33	NS	20	150	29	73
Sannes Skogdalen Heim	SOLDIERS GROVE	CRAWFORD	100	100	100	125	100	100
Altic Angel Place Health Center	MIDDLETON	DANE	50	43	0	25	20	68
Badger Prairie Health Care Center	VERONA	DANE	0	44	0	25	0	74

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Belmont Nursing and Rehabilitation Center	MADISON	DANE	14	150	20	57	13	110
Capitol Lakes Health Center	MADISON	DANE	56	138	0	52	27	106
City View Nursing Home	MADISON	DANE	200	400	NS	75	125	258
Four Winds Manor	VERONA	DANE	17	0	50	33	32	75
Heartland Country Village	BLACK EARTH	DANE	0	0	0	0	20	35
Ingleside Nursing Home	MOUNT HOREB	DANE	10	25	0	11	68	49
Karmenta Center	MADISON	DANE	73	25	67	25	100	52
Middleton Village Nursing and Rehabilitation	MIDDLETON	DANE	42	85	13	30	21	15
Nazareth Health and Rehabilitation Center	STOUGHTON	DANE	100	100	100	100	100	100
Oak Park Nursing and Rehabilitation Center	MADISON	DANE	100	150	88	50	48	76
Oakwood Lutheran Homes Association	MADISON	DANE	29	13	0	23	0	51
Oakwood Village East Health And Rehabilitation Center	MADISON	DANE	0	15	NS	0	40	50
Oregon Manor Ltd	OREGON	DANE	38	NS	0	0	71	44
Rest Haven Health Care Center	VERONA	DANE	50	50	0	NS	0	80
Skaalen Sunset Home Inc	STOUGHTON	DANE	0	20	40	55	11	27
St Marys Care Center	MADISON	DANE	31	58	0	21	44	45
Sun Prairie Health Care Center	SUN PRAIRIE	DANE	0	NS	0	0	0	12
Sunny Hill Health Care Center	MADISON	DANE	125	300	60	50	222	383
Waunakee Manor Health Care Center	WAUNAKEE	DANE	60	50	33	0	72	47
Willows Nursing and Rehabilitation Center	SUN PRAIRIE	DANE	50	67	20	25	58	55
Christian Home and Rehabilitation Center	WAUPUN	DODGE	0	50	25	47	15	40
Clearview North	JUNEAU	DODGE	0	0	0	24	13	31
Clearview South	JUNEAU	DODGE	33	25	0	11	0	32
Golden LivingCenter-Beaver Dam	BEAVER DAM	DODGE	20	0	0	13	40	47
Golden LivingCenter-Continental Manor of Randolph	RANDOLPH	DODGE	29	50	0	0	27	38
Golden LivingCenter-Watertown	WATERTOWN	DODGE	40	50	27	0	59	61

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Hillside Manor	BEAVER DAM	DODGE	0	0	0	6	16	23
Hope Health And Rehabilitation	LOMIRA	DODGE	25	200	25	200	88	125
Marquardt Memorial Manor	WATERTOWN	DODGE	0	22	0	40	6	17
Mayville Nursing and Rehabilitation Center	MAYVILLE	DODGE	71	100	56	33	62	71
Door County Memorial Hospital SNF	STURGEON BAY	DOOR	0	14	NS	0	0	10
Golden LivingCenter-Dorchester	STURGEON BAY	DOOR	17	71	0	50	23	67
Good Samaritan Society-Scandia Village	SISTER BAY	DOOR	20	25	0	NS	14	73
Golden LivingCenter-Superior	SUPERIOR	DOUGLAS	17	100	0	17	28	37
Middle River Health Care Center	SOUTH RANGE	DOUGLAS	0	10	0	33	0	33
St Francis In The Park Health and Rehabilitation Center	SUPERIOR	DOUGLAS	125	89	100	33	29	58
Villa Marina Health and Rehabilitation Center	SUPERIOR	DOUGLAS	0	25	0	40	13	58
American Lutheran Home Menomonie Unit	MENOMONIE	DUNN	20	0	0	100	15	74
COLFAX HEALTH AND REHABILITATION CENTER	COLFAX	DUNN	0	13	0	100	0	19
Dunn County Health Care Center	MENOMONIE	DUNN	0	32	0	14	0	35
Augusta Area Home, Inc	AUGUSTA	EAU CLAIRE	20	0	0	0	13	50
Clairemont Nursing and Rehabilitation	EAU CLAIRE	EAU CLAIRE	44	67	29	133	84	70
Dove Healthcare-South	EAU CLAIRE	EAU CLAIRE	108	0	NS	NS	100	109
Dove Healthcare-West	EAU CLAIRE	EAU CLAIRE	67	18	27	33	90	87
Fall Creek Valley Care Center	FALL CREEK	EAU CLAIRE	75	100	0	80	100	75
Oakwood Villa	ALTOONA	EAU CLAIRE	20	56	44	60	24	13
Syverson Lutheran Home	EAU CLAIRE	EAU CLAIRE	100	77	67	73	42	113
Golden LivingCenter-Florence	FLORENCE	FLORENCE	56	0	0	NS	42	NS
All About Life Rehabilitation Center	FOND DU LAC	FOND DU LAC	43	NS	0	29	29	39
Fond Du Lac County Health Care Center	FOND DU LAC	FOND DU LAC	40	67	25	78	0	39
Fond Du Lac Lutheran Home Inc	FOND DU LAC	FOND DU LAC	0	7	NS	6	29	49
Fountain View Care Center	RIPON	FOND DU LAC	67	22	0	33	0	29

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Grancare Nursing And Rehabilitation Center	FOND DU LAC	FOND DU LAC	33	0	25	50	72	108
Manorcare Health Services	FOND DU LAC	FOND DU LAC	83	25	40	0	21	53
Rolling Meadows Nursing and Rehabilitation Center	FOND DU LAC	FOND DU LAC	0	0	0	0	0	0
St Francis Home	FOND DU LAC	FOND DU LAC	0	36	0	18	10	34
Transitional Care Unit	FOND DU LAC	FOND DU LAC	0	23	0	0	NS	0
Villa Loretto Nursing Home	MOUNT CALVARY	FOND DU LAC	0	40	0	0	13	43
Crandon Nursing Home	GRANDON	FOREST	33	17	0	17	29	26
Nu Roc Community Healthcare Inc	LAONA	FOREST	0	57	0	33	25	35
Golden LivingCenter-Riverdale	MUSCODA	GRANT	17	0	0	100	14	127
Good Samaritan Society-Fennimore	FENNIMORE	GRANT	40	25	67	17	0	76
Grays Nursing Home	PLATTEVILLE	GRANT	0	33	0	100	0	62
Lancaster Care Center	LANCASTER	GRANT	25	25	0	25	8	53
ManorCare Health Services-Platteville	PLATTEVILLE	GRANT	50	200	0	67	40	89
Memorial Nursing Home	BOSCOBEL	GRANT	0	0	0	20	0	13
Orchard Manor	LANCASTER	GRANT	0	27	NS	0	0	28
Southwest Health Center	CUBA CITY	GRANT	0	17	0	40	15	25
St Dominic Villa	HAZEL GREEN	GRANT	38	36	0	0	28	27
Monroe Manor Nursing And Rehabilitation	MONROE	GREEN	73	80	80	33	57	100
New Glarus Home Inc	NEW GLARUS	GREEN	0	33	NS	0	0	18
Pleasant View Nursing Home	MONROE	GREEN	27	54	33	50	6	50
Juliette Manor	BERLIN	GREEN LAKE	0	38	0	43	0	33
Markesan Resident Home Inc	MARKESAN	GREEN LAKE	20	0	0	25	46	37
Sunnyview Health Care Center	PRINCETON	GREEN LAKE	0	NS	100	25	0	13
Bloomfield Healthcare and Rehabilitation Center	DODGEVILLE	IOWA	11	14	0	33	9	32
Mineral Point Care Center	MINERAL POINT	IOWA	0	50	0	60	60	93
Upland Hills Nursing and Rehabilitation	DODGEVILLE	IOWA	0	7	NS	0	NS	30
Sky View Nursing Center	HURLEY	IRON	100	NS	100	100	100	2E3
Villa Maria Health and Rehabilitation Center	HURLEY	IRON	11	100	67	50	75	43

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Family Heritage Care Center	BLACK RIVER FALLS	JACKSON	75	NS	67	150	27	67
Pine View Care Center	BLACK RIVER FALLS	JACKSON	50	88	0	83	120	66
Countryside Home	JEFFERSON	JEFFERSON	40	NS	0	25	4	42
Fort Atkinson Subacute Care Center	FORT ATKINSON	JEFFERSON	0	0	NS	8	0	22
Golden LivingCenter-Fort Atkinson	FORT ATKINSON	JEFFERSON	25	0	25	100	42	71
Willowbrook Nursing and Rehabilitation	LAKE MILLS	JEFFERSON	175	67	125	300	158	243
Crest View Nursing Home	NEW LISBON	JUNEAU	13	17	0	0	22	31
Fair View Nursing Home	MAUSTON	JUNEAU	0	33	0	0	0	32
Heritage Manor	ELROY	JUNEAU	0	50	0	50	6	61
Brookside Care Center	KENOSHA	KENOSHA	0	14	0	44	0	28
Clairidge House	KENOSHA	KENOSHA	100	100	0	75	29	125
Golden LivingCenter-Kenosha	KENOSHA	KENOSHA	89	200	43	120	57	100
Grande Prairie Health and Rehabilitation Center	PLEASANT PRAIRIE	KENOSHA	65	100	27	75	3	140
Hospitality Nursing and Rehabilitation Center	KENOSHA	KENOSHA	69	80	60	94	107	61
ManorCare Health Services-Kenosha	KENOSHA	KENOSHA	83	77	44	63	56	97
Sheridan Medical Complex	KENOSHA	KENOSHA	120	50	50	100	76	50
St Josephs Home	KENOSHA	KENOSHA	25	40	0	13	38	47
Woodstock Health and Rehabilitation Center	KENOSHA	KENOSHA	100	140	29	63	47	63
Algoma Long Term Care Unit	ALGOMA	KEWAUNEE	25	20	10	33	26	39
Kewaunee Care Center	KEWAUNEE	KEWAUNEE	33	100	0	0	20	64
Bethany Riverside	LA CROSSE	LA CROSSE	23	15	7	20	20	54
Bethany St Joseph Care Center	LA CROSSE	LA CROSSE	0	36	13	40	13	39
Hillview Health Care Center	LA CROSSE	LA CROSSE	11	38	0	75	21	42
Lakeview Health Center	WEST SALEM	LA CROSSE	11	50	0	33	22	33
Mulder Health Care Facility	WEST SALEM	LA CROSSE	0	40	14	20	12	48
Onalaska Care Center	ONALASKA	LA CROSSE	50	56	0	31	0	22
St Josephs Rehabilitation Center	LA CROSSE	LA CROSSE	18	17	0	83	39	60
Lafayette Manor	DARLINGTON	LAFAYETTE	10	0	0	0	11	77

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Eastview Medical And Rehabilitation Center	ANTIGO	LANGLADE	67	75	27	60	20	59
Golden LivingCenter-Golden Age	TOMAHAWK	LINCOLN	33	14	0	0	4	55
Golden LivingCenter-Riverview	TOMAHAWK	LINCOLN	0	50	0	NS	26	67
Pine Crest Nursing Home	MERRILL	LINCOLN	20	32	0	33	0	44
Hamilton Memorial Home	TWO RIVERS	MANITOWOC	22	167	0	100	17	33
Manitowoc Health Care Center	MANITOWOC	MANITOWOC	71	31	29	56	0	32
North Ridge Medical and Rehabilitation Center	MANITOWOC	MANITOWOC	14	0	0	0	9	0
Rivers Bend Health and Rehabilitation	MANITOWOC	MANITOWOC	25	50	60	25	13	43
Shady Lane Nursing Care Center	MANITOWOC	MANITOWOC	30	45	0	64	57	36
St Marys Home For The Aged	MANITOWOC	MANITOWOC	23	100	0	43	22	64
Colonial Manor Medical and Rehabilitation Center	WAUSAU	MARATHON	122	167	71	50	58	32
Golden LivingCenter-Continental Manor	ABBOTSFORD	MARATHON	67	125	0	50	44	67
Kennedy Park Medical And Rehabilitation	SCHOFIELD	MARATHON	50	0	50	100	49	50
Marywood Convalescent Center	WAUSAU	MARATHON	18	30	0	0	41	81
North Central Health Care	WAUSAU	MARATHON	0	8	0	44	64	34
Rennes Health And Rehab Center-Weston	WESTON	MARATHON	133	100	NS	NS	200	100
Wausau Manor	WAUSAU	MARATHON	91	60	167	60	39	69
Luther Home	MARINETTE	MARINETTE	29	75	0	0	15	35
Maryhill Manor Inc	NIAGARA	MARINETTE	20	57	0	33	0	100
Newcare Inc	CRIVITZ	MARINETTE	17	33	0	0	6	54
Rennes Health and Rehab Center-East	PESHIGO	MARINETTE	0	0	0	0	0	44
Rennes Health and Rehab Center-West	PESHIGO	MARINETTE	0	25	NS	12	0	36
Whispering Oaks Care Center	PESHIGO	MARINETTE	50	NS	100	100	100	100
Montello Care Center	MONTELLO	MARQUETTE	0	100	17	50	29	50
Alexian Village Of Milwaukee	MILWAUKEE	MILWAUKEE	18	22	0	22	11	46
Allis Care Center	WEST ALLIS	MILWAUKEE	10	80	29	35	12	30
Bel Air Care Center	MILWAUKEE	MILWAUKEE	17	80	25	129	0	48

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Birchwood Healthcare and Rehabilitation Center	MILWAUKEE	MILWAUKEE	45	0	43	47	26	29
Cameo Care Center Inc	MILWAUKEE	MILWAUKEE	67	150	122	200	93	314
Clement Manor Health Care Center	GREENFIELD	MILWAUKEE	40	13	25	25	50	55
Eastcastle Place Bradford Terrace Convalescent Center	MILWAUKEE	MILWAUKEE	14	80	75	150	13	20
Eastside Health and Rehabilitation Center	MILWAUKEE	MILWAUKEE	50	40	39	46	8	33
Franciscan Villa	SOUTH MILWAUKEE	MILWAUKEE	36	40	25	0	41	33
Golden LivingCenter-Bradley	MILWAUKEE	MILWAUKEE	20	100	29	125	43	100
Golden LivingCenter-Colonial Manor	GLENDALE	MILWAUKEE	64	67	54	20	28	39
Golden LivingCenter-Heritage Square	GREENDALE	MILWAUKEE	42	43	22	40	32	157
Golden LivingCenter-Silver Spring	GLENDALE	MILWAUKEE	0	100	25	50	12	47
Golden LivingCenter-South Shore	SAINT FRANCIS	MILWAUKEE	200	200	0	0	50	125
Hales Corners Care Center	HALES CORNERS	MILWAUKEE	17	14	17	100	43	67
Highland Heights Healthcare Center	MILWAUKEE	MILWAUKEE	33	29	14	50	4	32
Jewish Home And Care Center	MILWAUKEE	MILWAUKEE	47	133	33	52	19	53
Luther Manor	MILWAUKEE	MILWAUKEE	3	0	0	0	13	57
Lutheran Home	WAUWATOSA	MILWAUKEE	8	36	0	31	7	21
Maple Ridge Health and Rehabilitation Center	MILWAUKEE	MILWAUKEE	57	67	67	20	40	62
Maplewood Center	WEST ALLIS	MILWAUKEE	0	55	0	20	0	28
Mary Jude Nursing Home	WEST ALLIS	MILWAUKEE	200	67	200	75	20	78
Mercy Residential and Rehabilitation Center	MILWAUKEE	MILWAUKEE	36	33	22	75	18	22
Millway Care Center	MILWAUKEE	MILWAUKEE	25	50	0	54	30	76
Milwaukee Catholic Home	MILWAUKEE	MILWAUKEE	0	54	0	14	29	32
Milwaukee County Mental Health Division Rehabilitation Central	MILWAUKEE	MILWAUKEE	25	50	0	25	0	8
Mitchell Manor	WEST ALLIS	MILWAUKEE	33	0	33	60	64	135
Mt Carmel Health And Rehabilitation	MILWAUKEE	MILWAUKEE	50	133	75	50	62	57
Palmer Center	WEST ALLIS	MILWAUKEE	0	67	0	0	0	0
Seven Oaks	GLENDALE	MILWAUKEE	50	50	0	45	19	35

Name	City	County	Full Time Registered Nurses	Part Time Registered Nurses	Full Time Licensed Practical Nurses	Part Time Licensed Practical Nurses	Full Time Nursing Assistants	Part Time Nursing Assistants
Southpointe Healthcare Center	GREENFIELD	MILWAUKEE	30	44	21	0	82	47
St Ann Rest Home	MILWAUKEE	MILWAUKEE	50	0	50	0	21	0
St Annes Home For The Elderly	MILWAUKEE	MILWAUKEE	0	120	NS	79	50	89
St Camillus Health Center	WAUWATOSA	MILWAUKEE	80	50	0	0	33	30
St Johns on the Lake	MILWAUKEE	MILWAUKEE	50	10	100	15	0	29
Sunrise Care Center Inc	MILWAUKEE	MILWAUKEE	100	80	38	67	43	40
Trinity Village	MILWAUKEE	MILWAUKEE	150	50	0	80	20	32
Wheaton Franciscan Healthcare-Terrace at St Francis, Inc.	MILWAUKEE	MILWAUKEE	29	44	67	75	62	79
Willowcrest Care Center	SOUTH MILWAUKEE	MILWAUKEE	58	20	21	27	92	60
Wisconsin Lutheran Care Center	MILWAUKEE	MILWAUKEE	60	120	0	116	37	42
Morrow Memorial Home	SPARTA	MONROE	67	40	22	13	16	38
Rolling Hills RehabilitationCenter	SPARTA	MONROE	0	50	0	57	31	51
Tomah Health Care Center	TOMAH	MONROE	67	67	78	75	98	91
Sharpe Care	OCONTO FALLS	OCONTO	0	30	0	0	19	14
Woodland Village Nursing Home	SURING	OCONTO	0	NS	0	100	50	9
Woodlands Of Gillett	GILLETT	OCONTO	100	NS	100	100	100	67
Woodlands Of Oconto	OCONTO	OCONTO	100	100	50	0	62	100
Avanti Health and Rehabilitation Center, LLC	MINOCQUA	ONEIDA	86	100	20	50	54	75
Friendly Village Nursing and Rehabilitation Center	RHINELANDER	ONEIDA	13	16	25	18	19	9
Taylor Park Nursing and Rehabilitation Center	RHINELANDER	ONEIDA	60	75	80	33	58	64
Anna John Nursing Home	DE PERE	OUTAGAMIE	25	100	0	100	0	100
Appleton Health Care Center	APPLETON	OUTAGAMIE	23	29	33	100	61	86
Brewster Village	APPLETON	OUTAGAMIE	16	50	0	0	0	32
Colony Oaks Care Center	APPLETON	OUTAGAMIE	120	150	33	67	48	31
Good Shepherd Services LTD	SEYMOUR	OUTAGAMIE	27	33	0	33	45	40
Manorcare Health Services	APPLETON	OUTAGAMIE	260	80	13	50	22	50
Parkside Care Center, LLC	LITTLE CHUTE	OUTAGAMIE	29	83	0	67	12	87

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Rennes Health and Rehab Center- Appleton	APPLETON	OUTAGAMIE	14	22	0	33	19	27
St Paul Elder Services, Inc	KAUKAUNA	OUTAGAMIE	0	40	0	20	6	43
Cedar Springs Health and Rehabilitation Center	CEDARBURG	OZAUKEE	140	133	114	120	168	147
Heritage Nursing and Rehabilitation Center	PORT WASHINGTON	OZAUKEE	60	71	0	0	45	73
Highlands At Newcastle Place	MEQUON	OZAUKEE	13	11	14	25	10	33
Lasata Care Center	CEDARBURG	OZAUKEE	0	38	10	7	36	61
Sarah Chudnow Campus	MEQUON	OZAUKEE	25	75	50	150	50	71
Oakview Care Center	DURAND	PEPIN	0	0	0	40	0	0
Pepin Manor	PEPIN	PEPIN	100	100	100	100	100	100
Ellsworth Care Center	ELLSWORTH	PIERCE	0	0	0	40	0	48
Heritage Of Elmwood Nursing Home	ELMWOOD	PIERCE	0	25	25	0	0	47
Kinnic Long Term Care	RIVER FALLS	PIERCE	NS	14	0	125	33	36
Plum City Care Center	PLUM CITY	PIERCE	0	0	0	17	0	28
Prescott Nursing and Rehabilitation Community	PRESCOTT	PIERCE	33	0	100	25	11	54
Spring Valley Health Care Center	SPRING VALLEY	PIERCE	0	0	11	50	14	69
Frederic Nursing and Rehabilitation Community	FREDERIC	POLK	71	100	25	100	30	71
Golden Age Manor	AMERY	POLK	0	25	0	9	0	36
Good Samaritan Society-St Croix Valley	ST CROIX FALLS	POLK	0	14	0	0	NS	17
United Pioneer Home Inc	LUCK	POLK	0	0	0	0	37	62
Willow Ridge Healthcare	AMERY	POLK	17	100	60	75	20	67
Portage County Health Care Center	STEVENS POINT	PORTAGE	0	18	0	22	16	32
Stevens Point Care Center	STEVENS POINT	PORTAGE	55	63	43	33	21	47
Aspirus Pleasant View	PHILLIPS	PRICE	40	13	0	0	14	50
Park Manor Ltd	PARK FALLS	PRICE	15	25	0	25	20	42
Becker Shoop Center	RACINE	RACINE	75	50	17	83	59	106
Lincoln Village Convalescent Center	RACINE	RACINE	25	67	33	28	3	37
Mount Carmel Medical And Rehabilitation	BURLINGTON	RACINE	54	75	75	46	43	86

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Oak Ridge Care Center	UNION GROVE	RACINE	78	300	64	67	108	164
Ridgewood Care Center	RACINE	RACINE	41	20	9	71	2	47
Wheaton Franciscan Healthcare - Lakeshore Manor	RACINE	RACINE	NS	33	NS	25	NS	38
WI Veterans Home-Boland Hall	UNION GROVE	RACINE	38	8	14	44	8	55
Pine Valley Healthcare and Rehabilitation Center	RICHLAND CENTER	RICHLAND	0	0	0	43	0	26
Schmitt Woodland Hills Inc	RICHLAND CENTER	RICHLAND	0	50	NS	0	25	80
Alden Meadow Park Health Care Center, Inc	CLINTON	ROCK	0	250	50	60	64	105
Beloit Health And Rehabilitation Center	BELOIT	ROCK	20	140	58	129	80	39
Cedar Crest Health Center	JANESVILLE	ROCK	40	40	25	0	40	42
Edgerton Care Center	EDGERTON	ROCK	0	10	NS	7	29	50
Evansville Manor	EVANSVILLE	ROCK	0	14	0	0	6	28
Mercy Manor Transition Center	JANESVILLE	ROCK	100	100	NS	125	NS	113
Premier Rehabilitation and Skilled Nursing	BELOIT	ROCK	22	55	20	20	108	32
Rock Haven	JANESVILLE	ROCK	NS	8	NS	12	4	17
St Elizabeth Nursing Home	JANESVILLE	ROCK	60	50	33	200	92	120
Woods Crossing At Woods Point	BRODHEAD	ROCK	0	33	0	50	33	37
Ladysmith Nursing Home	LADYSMITH	RUSK	25	0	20	100	25	138
Rusk County Memorial Hospital and Nursing Home	LADYSMITH	RUSK	0	0	33	NS	21	33
American Heritage Care Center	HAMMOND	SAINT CROIX	0	25	0	33	50	73
Baldwin Care Center Inc	BALDWIN	SAINT CROIX	0	50	0	0	14	63
Christian Community Home	HUDSON	SAINT CROIX	0	0	0	25	25	78
Deerfield Care Center, LLC	NEW RICHMOND	SAINT CROIX	50	57	0	50	29	63
Glenhaven Inc	GLENWOOD CITY	SAINT CROIX	25	25	60	0	7	25
Lutheran Home River Falls	RIVER FALLS	SAINT CROIX	40	50	13	33	42	55
Park View Home	WOODVILLE	SAINT CROIX	17	100	0	50	21	50
St Croix Health Center	NEW RICHMOND	SAINT CROIX	17	44	0	56	0	34
Greenway Manor	SPRING GREEN	SAUK	50	200	33	200	68	100

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Maplewood of Sauk Prairie	SAUK CITY	SAUK	0	31	NS	15	0	35
Ridgeview Terrace Long Term Care	REEDSBURG	SAUK	0	22	NS	0	0	11
Sauk County Health Care Center	REEDSBURG	SAUK	0	36	0	13	0	78
St Clare Meadows Care Center	BARABOO	SAUK	0	0	0	0	0	67
Golden LivingCenter-Valley of Hayward	HAYWARD	SAWYER	25	67	25	0	11	80
Hayward Nursing Home	HAYWARD	SAWYER	0	0	0	25	7	56
Birch Hill Care Center	SHAWANO	SHAWANO	33	67	0	50	0	57
Evergreen Care Center	SHAWANO	SHAWANO	0	50	0	100	13	86
Homme Home For The Aging	WITTENBERG	SHAWANO	6	38	0	75	21	78
ManorCare Health Services-Shawano	SHAWANO	SHAWANO	30	200	0	100	57	100
Maple Lane Health Care Center	SHAWANO	SHAWANO	100	100	100	100	100	100
Beechwood Rest Home Inc	KEWASKUM	SHEBOYGAN	0	67	NS	0	25	36
Golden LivingCenter-Sheboygan	SHEBOYGAN	SHEBOYGAN	40	100	0	50	0	183
Meadow View Manor	SHEBOYGAN	SHEBOYGAN	11	0	0	50	35	36
Morningside Health Center	SHEBOYGAN	SHEBOYGAN	14	50	25	33	20	51
Pine Haven Christian Home	FALLS	SHEBOYGAN	33	14	0	25	6	8
Plymouth Care Center	PLYMOUTH	SHEBOYGAN	40	100	0	0	13	75
Rocky Knoll Health Care Facility	PLYMOUTH	SHEBOYGAN	0	19	0	44	0	16
Sheboygan Progressive Care Center	SHEBOYGAN	SHEBOYGAN	17	0	0	0	13	53
Sheboygan Senior Community Inc	SHEBOYGAN	SHEBOYGAN	50	52	100	56	30	92
Sunny Ridge Health and Rehabilitation Center	SHEBOYGAN	SHEBOYGAN	36	67	20	11	30	22
Gilman Care Center, LLC	GILMAN	TAYLOR	100	67	0	100	100	117
Golden LivingCenter-Rib Lake	RIB LAKE	TAYLOR	0	67	0	0	7	59
Memorial Nursing And Rehabilitation Center	MEDFORD	TAYLOR	0	0	0	0	3	18
Arcadia Nursing Home	ARCADIA	TREMPEALEAU	0	0	0	0	0	7
Crystal Lake Manor	STRUM	TREMPEALEAU	67	100	0	167	17	63
Grand View Care Center	BLAIR	TREMPEALEAU	25	0	0	25	0	48
Luther Midelfort-Oakridge Mayo Health System	OSSEO	TREMPEALEAU	50	0	0	33	7	38
Marinuka Manor	GALESVILLE	TREMPEALEAU	44	33	25	25	9	57

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Pigeon Falls Health Care Center	PIGEON FALLS	TREMPEALEAU	0	50	0	NS	0	38
Trempealeau County Health Care Center-IMD	WHITEHALL	TREMPEALEAU	0	0	0	NS	2	44
Tri County Memorial Nursing Home	WHITEHALL	TREMPEALEAU	14	0	29	13	24	35
Bethel Home And Services Inc	VIROQUA	VERNON	60	43	50	25	6	36
Norseland Nursing Home	WESTBY	VERNON	0	25	NS	0	0	33
Vernon Manor	VIROQUA	VERNON	10	21	25	100	0	171
Aspirus Lillian Kerr Healthcare Center	PHELPS	VILAS	0	125	50	100	29	67
East Troy Manor	EAST TROY	WALWORTH	400	200	75	67	90	100
Fairhaven Corporation	WHITEWATER	WALWORTH	57	14	50	42	43	55
Geneva Lake Manor	LAKE GENEVA	WALWORTH	17	0	0	50	50	75
Golden Years Health Center	WALWORTH	WALWORTH	0	29	0	0	0	25
Holton Manor	ELKHORN	WALWORTH	120	NS	100	125	50	108
Lakeland Health Care Center	ELKHORN	WALWORTH	0	67	0	11	0	69
Williams Bay Care Center	WILLIAMS BAY	WALWORTH	0	25	0	200	0	29
Willowfield Nursing and Rehabilitation Center	DELAVAN	WALWORTH	44	80	0	67	42	130
Spooner Health System	SPOONER	WASHBURN	13	38	0	0	0	52
Terraceview Living Center, Inc	SHELL LAKE	WASHBURN	0	0	29	0	53	119
Cedar Lake Health and Rehabilitation Center	WEST BEND	WASHINGTON	5	38	20	26	43	32
Hartford Healthcare Center	HARTFORD	WASHINGTON	0	80	67	20	15	78
Samaritan Health Center	WEST BEND	WASHINGTON	0	NS	0	0	8	17
Samaritan's Cedar Crossing Subacute Unit	WEST BEND	WASHINGTON	40	0	NS	0	0	43
Virginia Highlands Health and Rehabilitation Center	GERMANTOWN	WASHINGTON	80	50	32	63	74	88
Brookfield Rehabilitation and Specialty Care Center	BROOKFIELD	WAUKESHA	20	60	30	86	90	129
Care Age Of Brookfield	BROOKFIELD	WAUKESHA	20	0	20	0	80	83
Congregational Home	BROOKFIELD	WAUKESHA	22	17	0	0	0	40
Lake Country Health And Rehabilitation Center	OCONOMOWOC	WAUKESHA	100	100	100	100	100	100

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Lindengrove Menomonee Falls	MENOMONEE FALLS	WAUKESHA	29	79	60	25	58	24
Lindengrove Mukwonago	MUKWONAGO	WAUKESHA	0	38	25	67	28	50
Lindengrove New Berlin	NEW BERLIN	WAUKESHA	0	44	0	0	72	49
Lindengrove Waukesha	WAUKESHA	WAUKESHA	54	40	0	22	43	40
ManorCare Health Services- Pewaukee	WAUKESHA	WAUKESHA	92	129	10	22	69	52
Masonic Center Health & Rehab Inc.	DOUSMAN	WAUKESHA	0	23	0	20	60	57
Menomonee Falls Health Care Center	MENOMONEE FALLS	WAUKESHA	29	17	0	38	58	24
Muskego Health Care Center	MUSKEGO	WAUKESHA	50	25	50	25	94	156
River Hills West Health Care Center	PEWAUKEE	WAUKESHA	0	25	19	100	94	64
Shorehaven Health & Rehabilitation Center	OCONOMOWOC	WAUKESHA	0	6	0	29	41	32
Tudor Oaks Health Center	MUSKEGO	WAUKESHA	67	150	NS	50	NS	36
Virginia Health and Rehabilitation Center	WAUKESHA	WAUKESHA	50	62	NS	78	86	70
Waukesha Springs Health and Rehabilitation Center	WAUKESHA	WAUKESHA	6	0	12	28	81	60
Wheaton Franciscan Healthcare - Franciscan Woods	BROOKFIELD	WAUKESHA	13	44	29	33	25	84
Bethany Home	WAUPACA	WAUPACA	0	22	0	6	13	41
Crystal River Nursing And Rehabilitation	WAUPACA	WAUPACA	25	0	0	0	23	40
Greentree Health And Rehabilitation Center	CLINTONVILLE	WAUPACA	0	100	0	50	9	67
Iola Living Assistance, Inc	IOLA	WAUPACA	0	9	0	14	9	35
Lakeview Manor	WEYAUWEGA	WAUPACA	33	75	0	67	0	57
Manawa Community Nursing Center	MANAWA	WAUPACA	60	50	33	67	69	200
Pine Manor Health Care Center	CLINTONVILLE	WAUPACA	0	100	0	0	15	48
St Joseph Residence	NEW LONDON	WAUPACA	29	36	40	50	20	33
Weyauwega Health Care Center	WEYAUWEGA	WAUPACA	44	400	50	50	60	60
WI Veterans Home Ainsworth 800	KING	WAUPACA	7	25	0	100	2	51
WI Veterans Home MacArthur 422	KING	WAUPACA	7	25	0	100	2	51
WI Veterans Home Olson 600	KING	WAUPACA	7	25	0	100	2	51

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WI Veterans Home Stordock 700	KING	WAUPACA	7	25	0	100	2	51
Wild Rose Manor	WILD ROSE	WAUSHARA	67	67	57	67	59	67
Bethel Home Inc	OSHKOSH	WINNEBAGO	22	50	0	56	25	21
Evergreen Health Center	OSHKOSH	WINNEBAGO	0	40	NS	10	50	25
Mercy Medical Center Subacute	OSHKOSH	WINNEBAGO	0	13	0	NS	0	50
Northpoint Medical and Rehabilitation Center	OSHKOSH	WINNEBAGO	83	67	22	33	64	74
Oakridge Gardens Nursing Center, Inc	MENASHA	WINNEBAGO	18	0	29	50	8	23
Omro Care Center	OMRO	WINNEBAGO	67	140	25	167	70	150
Park View Health Center	OSHKOSH	WINNEBAGO	18	46	0	33	4	34
Peabody Manor	APPLETON	WINNEBAGO	50	13	0	7	10	21
Vallhaven Care Center	NEENAH	WINNEBAGO	50	300	25	100	70	57
Bethel Center	ARPIN	WOOD	54	200	0	100	57	136
Edgewater Haven Nursing Home	PORT EDWARDS	WOOD	7	25	17	0	0	24
Golden LivingCenter-Three Oaks	MARSHFIELD	WOOD	64	86	40	50	85	87
Marshfield Care Center, LLC	MARSHFIELD	WOOD	20	27	0	67	26	35
Norwood Health Center-Pathways	MARSHFIELD	WOOD	33	100	0	100	0	52
Norwood Health Center-Central	MARSHFIELD	WOOD	33	100	0	100	0	52
Strawberry Lane Medical and Rehabilitation Center	WISCONSIN RAPIDS	WOOD	42	67	0	100	22	66
Wisconsin Rapids Care Center	WISCONSIN RAPIDS	WOOD	57	29	0	0	8	73